

EPA Environmental Justice Small Grants Program Narrative Proposal

I. PROJECT TITLE AND PURPOSE STATEMENT

Project Title: Environmental Justice Ambassadors Impacting Local Change to Reduce Chemical Exposure for Nail Salon Workers

Project Summary: The proposed project seeks to implement a model of effective community engagement by training and empowering nail salon community members to become Environmental Justice (EJ) Ambassadors who impact local change to address the environmental justice issues they face. The project will achieve the following goals: (1) Increase community awareness of toxic chemical reduction strategies, practices, and concepts by establishing partnerships with key organizations in four major California counties, (2) Empower nail salon community members to become Environmental Justice Ambassadors who promote toxic chemical reduction strategies and impact local change, and (3) Reduce toxic chemical exposures in salons throughout California through the adoption of local and/or state programming.

Location: Santa Clara (zip codes 92022-95196), Marin (94901-94998) and Los Angeles (90001-93599) Counties in California. AHS is located in Alameda County (94501-94720).

Related Environmental Statute: Toxic Substances Control Act

II. ENVIRONMENTAL AND PUBLIC HEALTH INFORMATION

Public / Environmental Health Issues To Be Addressed

Nail salon workers throughout California and the nation are disproportionately exposed to carcinogenic and reproductively harmful chemicals due to the multitude of products they handle on a daily basis.¹ Predominantly an Asian immigrant workforce of reproductive age, particularly of Vietnamese descent, workers experience headaches, dizziness, chronic asthma, memory loss, dermatitis, and breathing difficulties.² More serious and chronic problems such as cancer and reproductive harm are also of significant concern since manicurists often work long hours, six days a week, and often in poorly ventilated salons, resulting in prolonged exposure to dangerous toxins in nail salon products linked to poor health outcomes such as toluene, formaldehyde and dibutyl phthalate, known as the “Toxic Trio”. Manicurists in salons that utilized alcohol-based and formaldehyde disinfectants or provided nail sculpturing services were shown to have elevated risks of miscarriage.³ The relative ease by which a salon business license can be obtained, low start-up capital costs, and lack of need to be proficient in English to perform job responsibilities has made the nail salon industry an easy entry point for immigrants into the U.S. workforce.⁴ While the nail salon industry serves as an economic cornerstone for immigrant communities, it has become a source of worker and public health issues and concerns.

Results the Project Seeks to Achieve

As described in greater detail in the Project Description section, the proposed project seeks to achieve the following results: 1) Established partnerships with key immigrant serving organizations throughout the state who will have a stronger understanding of toxic chemical

¹ Quach, T., Nguyen, K.D., Doan-Billings, P.A., Okahara, L., Fan, C., and P. Reynolds. 2008. “A Preliminary Survey of Vietnamese Nail Salon Workers in Alameda County, California.” *Journal of Community Health* 33: 336-43.

² Federman, M.N., Harrington, D.E., and K. Krynski. 2006. “Vietnamese Manicurists: Are Immigrants Displacing Natives of Finding New Nails to Polish?” *Industrial and Labor Relations Review* 59:302-18; Roelofs, C., Azaroff, L.S., Holcroft, C., Nguyen, H., and T. Doan. 2008. “Results from a Community-based Occupational Health Survey of Vietnamese-American Nail Salon Workers.” *Journal of Immigrant and Minority Health* 10: 353-61; Quach et al 2008.

³ John ME., Savitz DA. and Shy CM (1994) Spontaneous abortions among cosmetologists. *Epidemiology*. Vol. 5, No. 2, pp:147-155. Mar 1994.

⁴ Huynh, Craig Trinh-Phat. 1996. *Vietnamese-owned manicure businesses in Los Angeles*. Pp. 195-203 in *The state of Asian Pacific America: Reframing the immigration debate: A public policy report*, eds. Bill Hong Hing, Ronald Lee. Los Angeles: LEAP Asian Pacific American Public Policy Institute and UCLA Asian American Studies Center.

exposure and worker health/safety issues faced by the nail salon community, 2) Increased community awareness among nail salon community members about toxic chemical/hazardous waste reduction and healthy nail salon workplace strategies, 3) Positive behavior change regarding safer workplace practices and increased leadership skills among nail salon community members as EJ Ambassadors, 4) Community empowerment through county agency and policymaker discussions, and 5) Increased community member participation in discussions with policymakers to result in increased local plans/programs addressing nail salon worker EJ issues.

Characteristics of the Affected Community

The proposed project, *“Environmental Justice Ambassadors Impacting Local Change to Reduce Chemical Exposure for Nail Salon Workers,”* will target the nail salon community in California, particularly those regions with the highest concentration of salons, such as Santa Clara, Los Angeles, Marin and Alameda Counties. These counties collectively comprise an estimate of over 2,000 salons and over 6,000 workers. Statewide, there are approximately 121,000 full-time licensed nail technicians and 284,000 cosmetologists who offer nail services in more than 48,000 salons.⁵ Over the last 20 years, the number of new nail salons in California has increased dramatically in order to meet the growing demand for nail services, an industry which boasts over \$8 billion in yearly sales revenue.^{6,7} The nail salon community in California is predominately composed of low-income, limited English proficient, low-literate workers, often characterized as a hard-to-reach population. It is estimated that up to 80% of manicurists and cosmetologists in California are Vietnamese immigrants, and more than 50% are women of reproductive age.^{8,9} As Vietnamese immigrants, many experienced or come from families who experienced chemical warfare and other traumas related to the Vietnam War. As a result, the nail salon community has a complex health profile given their previous chemical exposures, history of immigration, limited access to health care and lack of awareness about health risks and toxic chemical reduction strategies. Combined with the rapid growth of the salon industry, these issues have become an environmental and public health challenge for the nail salon community.

How Nail Salon Workers Are Disproportionately Impacted

Although the nail salon community presents a high-risk health profile, little attention has been paid to the health impacts workers often experience. Nail salon workers typically work up to 10 or 12 hours each day handling solvents, glues, polishes, and other nail care products, which contain chemicals known or suspected to cause reproductive harm and cancer, or are linked to allergies and respiratory and neurological harm. Chemicals in salon products currently are not assessed for safety prior to public release.¹⁰ Consequently, workers are disproportionately impacted by chronic and cumulative toxic chemical exposures, and suffer from severe acute respiratory illnesses, neurological symptoms, and other chronic conditions. Miscarriages, children born with developmental defects, and cancer are also health impacts workers often qualitatively cite. Due to inadequate ventilation and the lack of separate eating spaces from workstations, workplace conditions exacerbate the health issues faced by workers. Although workers often lack awareness of safer workplace practices and proper hazardous waste disposal

⁵ California State Board of Barbering and Cosmetology, 2011

⁶ Nails Magazine. 2013-2014 NAILS Big Book. Torrance, CA, USA

⁷ Dominican University of California and CA Healthy Nail Salon Collaborative. Mapping the Nail Care Industry: Personal Care Industry Information and Profiles of Leading Cosmetics, Beauty Store, and Nail Care Product Companies, 2010.

⁸ Sheriff RL. Policy Matters: Pedicures at what price? Policy Report. Senate Office of Research, 2008.

⁹ Federman, M. N., Harrington, D. E., & Krynski, K. J. Vietnamese manicurists: Are immigrants displacing natives or finding new nails to polish? Industrial & Labor Relations Review, 2006.

¹⁰ Environmental Working Group (EWG). Skin Deep: Cosmetics Safety Database, 2005.

strategies, there remains a lack of regulatory resources, trainings and capacity to help this community gain the knowledge and skills needed to effect positive change in their workplace.

How Nail Salon Workers will Benefit from the Project

Activities of the proposed project will benefit the nail salon community on multiple levels:

- **Knowledge and Awareness:** Nail salon community members will have gained increased knowledge on ways to minimize exposure to toxic chemicals, safer product alternatives, and strategies to implement workplace practices that protect the environment based on “Healthy Nail Salon” standards as modeled after Healthy Nail Salon Recognition Programs in San Francisco, Alameda and San Mateo Counties, which reward and recognize salons that implement healthy and safe workplace management practices and utilize safer nail polishes.
- **Community Capacity Building & Leadership Development:** Nail salon workers/owners from four different regions of California will be trained as EJ Ambassadors who advocate for program and policies that protect worker health, serve as leaders in promoting toxic chemical reduction and best workplace practices in their respective communities, and support the development of community recommendations for local and state policymakers.
- **Increased Policymaker and County Agency Awareness:** State policymakers and county agencies will have increased awareness and involvement in addressing nail salon health and safety on a policy level.
- **Reduced Chemical Exposure and Improved Health & Safety:** Increased planning and programming at local and/or state agency levels will promote opportunities for a more systematic implementation of healthier and safer salon workplace practices to reduce salon worker as well as customer exposure to toxic chemicals.

III. ASIAN HEALTH SERVICES’ CONNECTION TO AFFECTED COMMUNITY

History of Asian Health Services (AHS) and Involvement with the Nail Salon Community

Throughout its 40-year history, AHS, a federally-qualified community health center, has been nationally recognized as a model and leader in providing linguistic and cultural health care services to low income, limited English speaking communities. Providing 105,602 medical, dental, and behavioral health visits to over 24,000 patients annually, AHS offers a continuum of primary, behavioral and dental health services in 12 Asian languages for low-income Asian and Pacific Islander (API) communities throughout Alameda County. AHS pioneered the concept of multi-issue Community Health Advocates (CHAs), who now serve as important links to eleven different API communities, providing community outreach and health education. It was AHS’ CHAs who first reported the multitude of health issues nail salon workers were experiencing (severe skin allergies, respiratory illnesses, etc.) while conducting community outreach to the Vietnamese community in 2004. Given that many of AHS’ Vietnamese patients are workers in the nail salon industry, AHS’ CHAs work closely with these community members, and have established deep relationships of trust. Concerned about the health of nail salon workers in the local community, AHS initiated and housed a statewide coalition called the California Healthy Nail Salon Collaborative (Collaborative) in 2005. AHS is now a Steering Committee member of the Collaborative, whose mission is to improve the health, safety, and rights of the nail and beauty care workforce, and works with the Collaborative’s diverse members to implement outreach, education, research, and policy strategies to ensure that salon workers have the right to work in a safe environment free of harmful toxins. The Collaborative’s members include public, environmental health and justice advocates, community groups, educational institutions, researchers, nail salon workers/owners, and public agency allies.

How Asian Health Services Works With the Nail Salon Community

AHS has worked closely with members of the Collaborative to help address the health and safety issues faced by nail salon workers in several ways:

1) Education Sessions: AHS has conducted many health and safety workshops, and trainings with its patients who work in the nail salon industry over the past seven years. In addition, AHS staff have helped to lead and facilitate leadership skills trainings to nail salon community members. Through the peer supportive environment of these trainings, community members have the opportunity to dialogue with each other and learn about effective outreach strategies.

2) Community Capacity Building: AHS has worked in partnership with the Collaborative to host quarterly nail salon community group meetings with salon workers/owners to discuss their health/safety concerns and issues in a linguistically appropriate context at its clinic site. These community meetings generally attract between 35-45 workers/owners from the local area. AHS has also helped host community forums and events in its service area of Alameda County in partnership with Collaborative members to support members from similar geographic regions to build a network with each other, and collectively discuss the issues they face.

3) Public Education: As a long-standing community institution, AHS has established long-time relationships with numerous Vietnamese newspapers, magazines, and radio stations to disseminate information to the nail salon community. These ethnic media outlets tend to be the main source of information for the Vietnamese community, and have served as a key vehicle for the broad dissemination of nail salon health and safety messages to the community.

4) Informing Local Government: In partnership with the Collaborative, AHS has played a key role in building increased awareness among state agencies such as the California Occupational Safety and Health Administration and the Department of Toxic Substance Control about nail salon health and safety issues. AHS also has been a lead organization along with the Collaborative in working with San Francisco, Alameda and San Mateo Counties to pass Healthy Nail Salon Recognition Programs.

Community Involvement in Asian Health Services Decision Making

AHS actively involves its patients and community members at all levels of its decision-making activities. As a federally-qualified health center, AHS' patients make up 51% of AHS' board, which meets monthly to oversee and make decisions regarding the agency's direction. AHS also conducts General Patient and Community Meetings every 18 months, held simultaneously in 10 Asian languages and attended by over 400 patients and community members who provide their input regarding the agency's services and direction. At the patient and community level, AHS conducts Patient Leadership Councils (PLCs), which support patients to become peer community health advocates, in six Asian languages. Many of AHS' Vietnamese PLC members who work in the nail salon industry provide input and guidance to AHS' nail salon activities through their active participation in Collaborative and community meetings.

Increasing Community Capacity to Address Environmental & Public Health Issues

As a key member of the Collaborative, AHS has been an important leader in growing the capacity of members in the nail salon community to address the environmental and public health/safety issues they face. On a systems level, AHS worked in partnership with members of the Collaborative to pass Healthy Nail Salon Recognition Programs in San Francisco, Alameda and San Mateo Counties, engaging hundreds of nail salon community members in the process. On a community level, AHS has played a key role in increasing the knowledge and awareness about workplace chemical exposure, and health and safety tips among patients and community

members who work in the nail salon industry by utilizing linguistically and culturally appropriate outreach and education approaches tailored to the needs of this community.

Maintaining and Sustaining Community and Organizational Relationships

AHS sustains and maintains its strong relationships with the nail salon community through its PLCs, health and safety trainings, and regular community outreach and by playing an integral role in community events and meetings in partnership with Collaborative members. AHS also partners with other organizations through the Collaborative's outreach/education, policy and research advisory committees to implement key activities and campaigns. As a Steering Committee member of the Collaborative, AHS provides guidance and direction to the statewide activities conducted by the Collaborative.

IV. PROJECT DESCRIPTION

Project Summary: AHS seeks to implement “*Environmental Justice Ambassadors Impacting Local Change to Reduce Chemical Exposure for Nail Salon Workers*,” a model of effective community engagement by which nail salon community members are trained and empowered to become Environmental Justice (EJ) Ambassadors who impact local change throughout the state of California to address the environmental justice issues they face. The project's goals are to: (1) Increase community awareness of toxic chemical/hazardous waste reduction and healthy nail salon workplace practices by establishing partnerships with key organizations in three major California counties; (2) Empower nail salon community members to become EJ Ambassadors who serve as community representatives and leaders that promote healthy nail salon strategies and impact local change; and (3) Reduce toxic chemical exposures in salons throughout California through the adoption of a local and/or state plan or program incorporating key pollution prevention strategies. With the incorporation of personal care products (including nail products) into the Department of Toxic Substance Control's Safer Consumer Products Priority Product three-year work plan, the national attention of salon worker health and safety by the White House Initiative of Asian Americans and Pacific Islanders, and the adoption of Healthy Nail Salon initiatives (programs that reward salons for implementing best workplace health and safety practices and use safer products) in three counties in California, the current environment is fertile ground for the proposed project to impact and catalyze long-term systematic change in a short-time period. Overall, it is anticipated that the project will result in the expansion of Healthy Nail Salon programs in at least 1-2 additional counties and a statewide community action plan to reduce worker exposure to toxic chemicals as a result of the empowerment of EJ Ambassadors.

The Environmental / Public Health Results AHS Seeks to Achieve

AHS seeks to achieve the following outcomes and results through its proposed project:

Outcome	Data To Be Collected	Data Collection Methods
INCREASE IN KNOWLEDGE & COMMUNITY AWARENESS <u>Goal 1 Outcome:</u> At least 80% of 50-70 nail salon community members participating in workshops conducted by project partners will have increased knowledge about chemical exposure/hazardous waste reduction strategies & healthy salon workplace practices.	1A. Number of community members who participate in workshops 1C. Number of trainees who demonstrate increased knowledge by identifying at least 2-3 chemical/ hazardous waste reduction and healthy nail salon strategies	→Record of workshops conducted: where, when, who, how many →Pre- and post-surveys

<p align="center">BEHAVIOR CHANGE & EMPOWERMENT</p> <p><u>Goal 2 Outcome:</u> At least 60% of 10-15 community members will display increased leadership skills as EJ Ambassadors as demonstrated by increased outreach/meeting facilitation skills, ability to meet/speak with policymakers, county agencies, etc. and will have considered and/or adopted at least 2-3 best workplace practices.</p>	<p>2A. Number of EJ Ambassador trainees</p> <p>2B. Number of trainees who display increased leadership skills</p> <p>2B. Number of trainees who indicate that they adopted at least 2-3 best workplace practices</p>	<p>→ Record of leadership trainings</p> <p>→ Record of focus group and its results</p>
<p align="center">LOCAL CHANGE</p> <p><u>Goal 3 Outcome:</u> At least 1-2 counties and/or state policymakers will commit to implementing a policy, program, or plan based on the nail salon community's developed recommendations to strengthen salon worker protections and reduce toxic chemical exposure.</p>	<p>3A. Number of meetings with EJ Ambassadors and county agencies, local/state policymakers</p> <p>3B. Number of counties and/or state policymakers who make a commitment to implement policy, program or plan</p>	<p>→ Record of community recommendation report</p> <p>→ Record of EJ Ambassador meetings</p> <p>→ Record of county/policymaker commitment</p>

Activities to be Implemented to Achieve Results

AHS will achieve the goals of its proposed project through the following activities:

GOAL 1: Increase community awareness of toxic chemical/hazardous waste reduction and healthy nail salon workplace practices

1A. Conduct Train-the-Trainer nail salon health and safety trainings

- i. **Jun-Jul 2015:** Working with the Collaborative, AHS will establish partnerships with organizations in Santa Clara, Los Angeles, and Marin Counties (regions without Healthy Nail Salon initiatives) to conduct salon health and safety Train-the-Trainer sessions. Utilizing the "Healthy Nail Salon and Green Workplace Practices" curriculum created with the support of EPA's 2013 EJ grant program, AHS' Program Coordinator (PC) and Program Assistant (PA) will host one to two 2.5 hour sessions to train staff from the three organizational partners to implement this curriculum with their nail salon constituents. The curriculum, developed in partnership with University of California Berkeley's Labor Occupational Health Program and successfully piloted in 2014, includes topics such as toxic chemical/hazardous waste reduction strategies and Healthy Nail Salon workplace practices.
- ii. **Aug-Sept 2015:** Partner organizations will conduct trainings with their nail salon community constituents from Marin, Los Angeles, and Santa Clara Counties on the "Healthy Nail Salon and Green Workplace Practices" curriculum, and AHS' PC will train its patients who work in the salon industry in Alameda County. In total, three to five 2-hour workshops will be conducted with 50-70 nail salon community members. Pre-and post-training surveys will be conducted to assess the knowledge increase of training participants.
- iii. **Sept 2015:** After trainings are completed, partner organizations, including AHS, will recruit and identify 3-5 community members, for a total of 10-15 participants representative of California's four major counties with the highest concentration of nail salons, to engage in leadership development workshops to become EJ Ambassadors.

GOAL 2: Empower nail salon community members from around the state to become EJ Ambassadors, who serve as leaders promoting toxic chemical/hazardous waste reduction and healthy nail salon strategies, and impact local change

2A. Conduct leadership trainings to foster nail salon community members as EJ Ambassadors

- i. **Sept 2015:** AHS' PC and PA will work closely with the Collaborative to create EJ Ambassador training modules modeled after the Collaborative's leadership trainings, which has been utilized to train community members in advocacy skills. The modules will serve as a pilot training program that other community organizations interested in conducting leadership trainings with immigrant communities can model.
 - ii. **Oct 2015-beg Jan 2016:** AHS' PC will implement a series of at least three to four in-depth EJ Ambassador trainings with the 10-15 nail salon community members recruited. Centered on understanding the policy process with a focus on leadership development, the curriculum will equip participants with the skills and confidence to speak to policymakers and media, provide effective testimonies, conduct community outreach, facilitate a meeting, etc. AHS' PA will work with the Collaborative to ensure these trainings are coordinated appropriately.
- 2B. Conduct community forum to build community capacity and develop recommendations*
- i. **End Jan 2016:** With support from AHS staff, EJ Ambassadors will co-lead a community forum with at least 40-50 nail salon community members. EJ Ambassadors will speak with their peers about toxics/hazardous waste reduction strategies, healthy nail salon and green workplace practice concepts, share their personal testimonies, and co-lead small group discussions to obtain input regarding key recommendations and actions for strengthening salon worker protections and creating a less toxic, more environmentally friendly and sustainable industry. AHS' PA will compile and record the recommendations and concerns raised into a formal community recommendation report and action plan.
- 2C. Implement evaluations with EJ Ambassadors to assess positive behavior change*
- ii. **Jun 2016:** To assess any positive behavior changes of EJ Ambassadors with regards to increase in leadership skills and adoption of key health and safety workplace practices, focus groups will be conducted by AHS' PC and coordinated by AHS' PA.
- GOAL 3:** Reduce toxic chemical exposures in salons throughout California through the adoption of a local and/or state plan or program incorporating key pollution prevention strategies
- 3A. Meet with the Healthy Nail Salon County Regional Workgroup & outreach to peers*
- i. **Feb 2016:** EJ Ambassadors will meet with members of the Healthy Nail Salon Regional Working Group, comprised of city and county agencies from San Francisco, Alameda, San Mateo, and Santa Monica and Collaborative members, to share the community's recommendation report developed from the forum. This monthly workgroup sets the direction of all Healthy Nail Salon programs currently being implemented, and regularly reviews program criteria and products. With AHS staff support and interpretation assistance, EJ Ambassadors will discuss with workgroup members how the recommendations can be further refined, addressed, and incorporated into future Healthy Nail Salon programming. Each EJ Ambassador will also conduct outreach to 4-7 of their peers to educate and recruit other community members interested in participating in policymaker/agency meetings.
- 3B. Meet with county agencies, policymakers, industry suppliers and/or manufacturers*
- i. **Mar-Jun 2016:** Currently, Santa Clara, Los Angeles, and Marin Counties have not adopted and implemented Healthy Nail Salon initiatives. With support from AHS staff, EJ Ambassadors will meet with county agency staff and local county supervisors from these three regions as well as state policymakers to share the nail salon community recommendation report, and explore policy opportunities for implementing Healthy Nail Salon programs in each respective region. EJ Ambassadors will also participate in potential roundtable discussions with suppliers/manufacturers to help influence the dissemination and production of safer nail care and cleaning products. In July 2014, AHS and the

Collaborative conducted a site visit with Regional Administrator Jared Blumenfeld who expressed great interest in partnering on a safer product supplier/manufacturer roundtable.

How the Project Will Increase Community Capacity

- **Increased Knowledge:** AHS will conduct Train-the-Trainer trainings focused on toxics and hazardous waste reduction, and healthy salon workplace practices with its organizational partners who will gain an increased knowledge about these topics; in turn, these organizations will increase the knowledge of these concepts to nail salon community members in their respective regions via the trainings held by each organization.
- **Leadership Development:** Trainings of nail salon community members representative of various regions throughout the state to become EJ Ambassadors will involve the leadership development of these members to serve as leaders for safer and healthier nail salons, particularly in those counties without Healthy Nail Salon programs or initiatives.
- **Positive Behavior Change:** The leadership skills gained by nail salon workers/owners through the EJ Ambassador training program will not only increase the understanding of workers/owners of toxics/hazardous waste reduction and healthy nail salon workplace practices, but also catalyze positive behavior change among EJ Ambassadors. Positive behavior changes could range from a greater willingness to adopt and implement healthier and safer workplace practices, and an increased confidence to promote these practices to their peers, policymakers, and counties without Healthy Nail Salon programs or initiatives.
- **Demonstration Project:** Given that the Collaborative has extensive experience in implementing leadership trainings, AHS will work with the Collaborative to create a unique EJ Ambassador training program, which it will pilot with at least 10-15 nail salon workers/owners to become community leaders who can promote local change.

Project Relation to Environmental Statutes

The project will include activities allowed under the Toxic Substances Control Act:

- The project will establish partnerships with organizations across three major counties to conduct trainings for nail salon workers/owners in each of these regions.
- The project will implement leadership trainings for nail salon owners/workers to serve as EJ Ambassadors who will promote salon health and safety recommendations and programming at the local and state level. EJ Ambassadors will also provide public education via a community forum to educate their peers on key concepts with regards to reducing workplace chemical exposures and proper hazardous waste disposal methods.
- The project will pilot an innovative EJ Ambassador training as a demonstration project, which can serve as a training model for other community organizations serving limited English, low-income communities.

Key Project Partners and Roles / Responsibilities

In partnership with the Collaborative, AHS will work closely with the following organizations:
Immigrant Resettlement and Cultural Center (IRCC)

Role: Utilizing its deep ties with the nail salon community in Santa Clara County, IRCC will recruit nail salon community members to participate in nail salon health and safety trainings while identifying members to serve as EJ Ambassadors. IRCC will also assist with promoting via their media channels those events and activities the EJ Ambassadors will help to organize.

Nature: IRCC is a community organization located in Santa Clara County that assists new Vietnamese immigrant and refugees with identifying language appropriate resources and

referrals to access housing, health care, employment opportunities, etc. IRCC also runs a Vietnamese radio and television station that broadcasts local community programming.

Resources: Community connections in Santa Clara County, ethnic media resources, staff time.

Vested Interest: The project's outreach work in Santa Clara County will expand and strengthen IRCC's connections with the Vietnamese nail salon community in the area.

Sustaining the Partnership: IRCC has been a Collaborative member since 2011.

Marin Asian Advocacy Project (MAAP)

Role: MAAP will play a vital role in conducting health and safety trainings with nail salon community members in Marin County and identifying potential community leaders from the region given its strong relationships with the local salon community in the area. As a long-time Steering Committee of the Collaborative, MAAP will provide input to shaping the EJ Ambassador training sessions and provide support to the Nail Salon Community Forum.

Nature: A central program of Community Action Marin, MAAP's mission is to empower the Asian community so that it can fully and actively participate in the educational, economic, social, and political processes of American society.

Resources: Interpretation, organizing experience, long-time community relationships, staff time.

Vested Interest: The project aligns with MAAP's mission of community empowerment.

Sustaining the Partnership: MAAP has been a member of the Collaborative since its inception and alongside AHS, is a key participant on the Collaborative's Steering Committee.

California Healthy Nail Salon Collaborative (Collaborative)

Role: The Collaborative has established relationships with nail salon workers in Los Angeles County, and its Outreach Coordinator will implement trainings and identify local representatives to serve as EJ Ambassadors. The Collaborative will also help to shape the EJ Ambassador training based on their experience with conducting leadership trainings.

Nature: The Collaborative is a multifaceted statewide coalition focused on improving nail salon worker health and safety through outreach/education, research, and policy arenas.

Resources: Community organizing, program development and training expertise; staff time.

Vested Interest: The proposed project is directly aligned with the Collaborative's mission.

Sustaining the Partnership: The Collaborative is intimately tied with AHS and has been committed to fostering the leadership of the nail salon community and its member organizations.

V. ORGANIZATIONAL CAPACITY AND PROGRAMMATIC CAPABILITY

Organizational and Administrative Systems

AHS has had extensive federal grant experience having managed the Department of Health and Human Services' Health Resources and Services Administration Section 330 funding for Community Health Centers (around \$2.6 million per year) for over 30 years. AHS also manages multiple federal, state, and county funding for nutrition, geriatric, chronic disease, and HIV/AIDS programming. AHS has established financial management and internal control policies/procedures to: 1) safeguard AHS' assets; 2) sustain the reliability of financial reporting; 3) maintain effective and efficient operations; and 4) comply with applicable laws, regulations, and contract obligations. This system meets the needs of federal, state, and foundation funders.

Successfully Managing Past Projects

AHS' Program Planning and Development Director (PPDD) has worked closely with AHS' PC, PA, and the Collaborative to successfully plan, develop, and implement nail salon trainings and activities which have been well-attended by AHS' nail salon patients and community members. In partnership with the Collaborative, they successfully engaged nail salon community members

to pass Healthy Nail Salon Programs in San Francisco, Alameda and San Mateo Counties. Together, they also have successfully implemented leadership trainings and well-attended nail salon community events and meetings in the local area. AHS' nail salon activities are evaluated quarterly; thus, improvements and modifications are made on a regular basis.

Plan to Successfully Manage and Complete This Project

AHS' PPDD will oversee the work of the PC and PA, and work in close coordination with the Collaborative to ensure that funds are expended in a timely manner, and that the proposed project activities are implemented not only effectively, but also in a way that builds community capacity within a culturally competent context. Staff will meet regularly to ensure project activities are conducted in accordance with the proposed timeline and will implement any modifications as needed in order to meet proposed project goals. Regular meetings with project partners will be held to ensure that the trainings and EJ Ambassador selections are conducted effectively. Staff and project partner meetings will also focus on discussing and addressing issues that arise.

Past Performance

AHS received a 2013 EPA CFDA 66.604 grant. The progress and interim financial reporting requirements were successfully met as reported to Program Officer Nova Blazej. Project goals and outcomes will have been successfully achieved by January 2015 when the final report is due.

VI. QUALIFICATIONS OF PROJECT MANAGER (PM)

PM Qualifications, Community Ties, and Past Activities with the Community

Ms. Liou possesses the experience to manage this project given that she has led AHS' nail salon activities and has been central to the Collaborative's formation, development and overall direction over the past nine years. Ms. Liou's vision and guidance to both AHS' work and the Collaborative since its inception has resulted in collaborations with state and national influence. As the PPDD at AHS, Ms. Liou has worked closely with the API community over her tenure of 14 years. She has in-depth experience with engaging the broader API community, having led several public health projects, coordinated numerous community town halls, and facilitated coalition building for over 11 years. With this experience, Ms. Liou has played a key role in the adoption of Healthy Nail Salon programs in three California counties, successfully managed local nail salon worker campaign activities and forums, coordinated nail salon regional meetings and press conferences, facilitated meetings with Collaborative members, provided guidance to the development of nail salon educational materials, and conducted numerous presentations and published several journal articles related to nail salon health and safety.

VII. PAST PERFORMANCE IN REPORTING ON OUTPUTS AND OUTCOMES

The non-federal and federal grants AHS has received with relevance to the proposed project include: 1. EPA CFDA 66.604, "Reducing Chemical Exposure for Nail Salon Workers," \$30,000, Nova Blazej; 2. Groundswell Fund, no title, \$30,000, Alex DelValle; 3. Women's Well-Being, no title, \$10,000, Zak Sinclair; and 4. Jessie Smith Noyes Foundation, no title, \$23,000, Millie Buchanan. Progress on outcomes for these grants has been well documented through several methods—from evaluation survey records; outreach tracking logs; meeting/training sign-in sheets; documentation of meeting agendas, minutes, focus groups, media articles, presentations; report publications, fact sheets. For these grants, reports have consistently been on time, project goals have always been met, and expenses have been spent in a timely and efficient manner.

VIII. QUALITY ASSURANCE PROJECT PLAN (QAPP) INFORMATION

The proposed project will not use existing environmental data or collect new data.